

# **Designing a management simulation: Testing a conceptual framework**

*Emergent Research Forum papers*

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## **Abstract**

Serious games are increasingly part of the landscape of higher education. How they are developed and tested has received comparatively little attention. In this paper I use Dickey's (2005) conceptual framework for engaging game design, to develop and test a simulation for students of people management. The findings point to the usefulness of the framework for both the creation and analysis of simulations and serious games in higher education, particularly ones that aim to enhance student engagement.

## **Keywords**

simulations, management education, serious games